



2015 Biennium Goals and Objectives

The mission of State Human Resources is to help Montana become an employer of choice. We support state managers in their efforts to attract, develop, and retain creative, competent, and energetic employees who embrace the differences and bridge the distances of the Big Sky State.

At State Human Resources, our vision is to foster and capitalize on these abilities, cultivating a workforce consistently able to respond to challenges facing Montana. We value disciplined and creative minds, synergy, respect, and ethics.

Goal 1 - Be a strategic partner in managing Montana state government's workforce.

- 1) Support the advisory council on workforce development and planning.
- 2) Represent the Governor's goals and interests in all collective bargaining matters.
- 3) Help agencies develop their workforces by designing and delivering relevant training.

Goal 2 - Provide leadership for HR in Montana state government.

- 1) Educate, promote, and support agencies' strategic use of the broadband classification and pay plan.
- 2) Provide professional expertise to agencies in the areas of classification and compensation.
- 3) Develop a model performance management system.
- 4) Establish, support, and promote a workplace diversity plan.
- 5) Communicate and market successful HR practices.
- 6) Support and promote statewide professional development in human resource management.
- 7) Routinely review, revise, and develop administrative rules, employment policies, and guides for relevance and value in Montana state government.

Goal 3 - Lead and support Montana state government's efforts to attract, develop, and retain a highly-skilled workforce.

- 1) Design and implement a workforce development model.
- 2) Promote and support advisory council recommendations.
- 3) Create and support a statewide online employment application.

(over, please)

Goal 4 - Provide an efficient, state-of-the-art payroll processing and HR information system that supports state government's goals, objectives, and employment policies.

- 1) Maintain and administer payroll and benefit eligibility processes for over 13,000 state employees, including employees of the legislative and judicial branches.
- 2) Develop and implement new technology that supports Montana state government's employment policies and procedures.
- 3) Develop relationships with software vendors and user groups to influence the direction of future software enhancements and ensure Montana state government's technological needs are met.
- 4) Ensure transparency and compliance with state and federal regulatory requirements.
- 5) Provide training and education to increase customer knowledge, skills, and use of the HR information system.
- 6) Improve business processes to reduce document and data storage costs.

Goal 5 - Efficiently manage operations in an environment that supports integration, teamwork, and creativity.

- 1) Formulate and direct the development of goals, objectives, budgets, operating plans, staffing, and organization to create and maintain sound, cost-effective and measurable programs.
- 2) Recruit, retain, and develop expert-level human resource, labor relations, technical support, and professional development staff.
- 3) Create and foster a work environment where ideas are rewarded, creativity and risk-taking are encouraged, fun and laughter are valued, and teamwork is paramount.